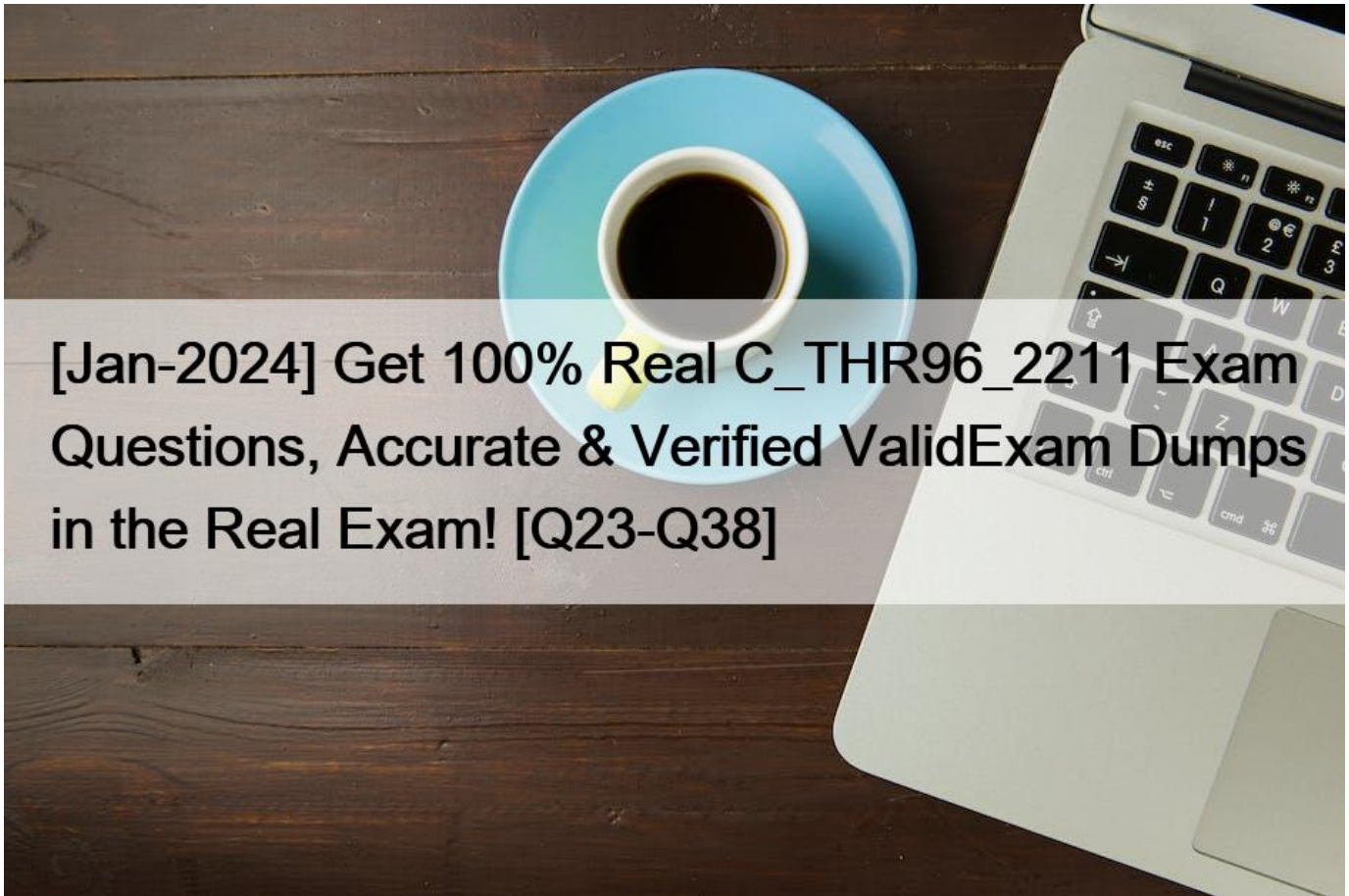


[Jan-2024 Get 100% Real C_THR96_2211 Exam Questions, Accurate & Verified ValidExam Dumps in the Real Exam! [Q23-Q38]



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SAP C_THR96_2211 certification exam is designed for technical consultants who want to validate their skills in implementing and configuring SAP SuccessFactors Workforce Analytics. Certified Application Associate - SAP SuccessFactors Workforce Analytics Technical Consultant 2H/2022 certification is intended for individuals who have a solid understanding of the technical aspects of SAP SuccessFactors Workforce Analytics and can demonstrate their ability to configure and troubleshoot the solution.

To prepare for the C_THR96_2211 certification exam, candidates should have a strong understanding of SAP SuccessFactors Workforce Analytics and should have experience working with this solution. They should also be familiar with data modeling and data sources, report creation and dissemination, data visualization and dashboards, and data security and governance. Candidates may also want to consider taking training courses or attending workshops to help them prepare for the exam.

Q23. Which of the following dimensions should NOT be turned on for Measure Terminations?

- * Separation Reasons
- * Gender
- * Future Leader
- * Recruitment Source

Q24. What is a Condition, in terms of Hires, Movements, and Terminations? Note: There are 2 correct answers to this question.

- * Used to group Hires, Movements or Terminations
- * Returns true/false based on an event
- * A filter to exclude Hires, Movements or Terminations
- * Used in a calculation to capture Hires, Movements or Terminations

Q25. Which of the following are characteristics of the Metadata Framework (MDF)? Note: There are 2 correct answers to this question.

- * MDF custom objects rely on XML-based configuration.
- * MDF custom objects are reported on with all SAP SuccessFactors reporting tools.
- * Customer accounts have a limited number of custom MDF objects.
- * MDF custom objects are managed with tools in the Admin Center.

Q26. You are configuring Tables and Columns to support the standard configuration of the Annual Salary calculation. If you add multiple pay component IDs into a single calculated column labeled Base_Salary, what value would be retained for that calculated column?

- * The value from all non-zero pay-component IDs would be retained separately.
- * The value from each pay component ID would be summed.
- * The value from each pay component ID would be overwritten sequentially.
- * The value from all pay component IDs would be retained separately.

Q27. Which measures are examples of a Base Input measure? Note: There are 2 correct answers to this question.

- * EOP Headcount
- * Net Hire Ratio
- * Terminations
- * Terminations-Voluntary

Q28. How can a technical consultant organize multiple records with the same Effective From Date into one Fact Table record?

- * Use a calculated column called Effective Sequence.
- * Use the Effective Sequence Special Use Type on a numeric field.
- * Use a calculated column to filter unwanted records.
- * Use the To Date Special Use Type on a date field.

Q29. What tool on the WFA on HANA Data Factory home page do you use to configure measure and dimension combinations?

- * Dimensions
- * Dimension Editor
- * Measure/Dimension Arrangement
- * Measures

Q30. Consider the following scenario: EOP headcount has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. SOP headcount has Age and EEO Job Category dimensions turned on. Average headcount has Gender and Future Leader dimensions turned on. Hires has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. Terminations has Age, Disability, EEO Job Category, Employment Level, and Employment Status dimensions turned on. You are required to perform the following task: Turn on Age, Disability, EEO Job Category, Employment Level, Employment Status and Gender dimensions on for EOP Headcount, SOP Headcount, and Average

Headcount. How would you complete this task? Note: There are 2 correct answers to this question.

- * Select each required dimension listed above and turn on the missing measures respectively.
- * Select EOP Headcount and turn on the missing dimensions. Use the Mirror Dimension function to replicate dimensions to both SOP Headcount and Average Headcount.
- * Select EOP Headcount, SOP Headcount, and Average Headcount at the same time, then turn on the above dimensions in bulk.
- * Select each measure listed above and turn on the missing dimensions respectively.

Q31. Where can you access the configuration screens for SAP SuccessFactors Workforce Analytics OLAP cube on SAP HANA?

- * SuccessFactors Admin
- * WFA on HANA Admin
- * WFA on HANA Data Factory
- * Target Setting

Q32. Some dimension hierarchies in the Dimension Editor tool are greyed out, which prevents you from remapping codes located in the Unmapped node. Why are the hierarches greyed out?

- * The code to build the hierarchy is invalid.
- * The hierarchy is a generated structure based on SQL statement.
- * The build of the hierarchy did NOT complete.
- * The checkbox to enable code mapping editing is NOT selected.

Q33. Why would you use a complex fact table instead of a simple fact table? Note: There are 3 correct answers to this question.

- * It supports structural dimensions.
- * It provides full support to calculate hires, movements, and terminations.
- * Source records can be reduced to one active fact record for any point in time.
- * Source table records can be spliced across time.
- * Tables can be sourced from a Lookup.

Q34. How are EEO fields for employees in the United States created in SAP SuccessFactors Employee Central?

- * Standard fields
- * Transient fields
- * Custom fields
- * Country-specific fields

Q35. To which measures does the following calculation apply? $if((in([\%EMP_JOB_INFO_T.EMPLOYMENT_STATUS\], \&\#8216;A\&\#8217;,\&\#8217;U\&\#8217;,\&\#8217;P\&\#8217;)) OR ISNULL([\%EMP_JOB_INFO_T.EMPLOYMENT_STATUS\])), [\%CFT\#.HEAD_COUNT\], 0)$. Note: There are 3 correct answers to this question.

- * SOP headcount
- * Average headcount
- * EOP headcount
- * EOP headcount &\#8211; inactive and other
- * FTE headcount

Q36. What block in SAP SuccessFactors Employee Central contains both the person-ID and the user-ID fields?

- * Person Information
- * Employment Information
- * Biographical Information
- * Job Information

Q37. A base input measure configured in data factory does NOT produce any result. Which of the following actions could be helpful to debug the error? Note: There are 3 correct answers to this question.

- * Create a dummy measure that returns all record from the same fact table.
- * Create a new query in advanced reporting that returns the values derived for the base input measure.
- * Add all fields used in measure calculation syntax into Drill to Detail.
- * Return all records from Drill to Detail and manually check the value against measure syntax.
- * Temporarily disable Role-Based Permission for the data required to build the base input measure.

Q38. Which rollup types are available when a record is spliced? Note: There are 3 correct answers to this question.

- * Normal
- * Prorata
- * SOP
- * Average
- * EOP

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